



### **Competency 4.8 Industrial hygiene personnel shall demonstrate the ability to evaluate industrial hygiene training and personnel qualification programs.**

#### **1. Supporting Knowledge and Skills**

- a. Observe and evaluate two on-the-job health hazard training exercises for adequacy and adherence to recognized industry and local guidelines.
- b. Review a set of contractor industrial hygiene training records for appropriateness, accuracy, and completeness.

#### **2. Recommended Reading**

##### **Review**

- OSHA Publication 2254, *Training Requirements in OSHA Standards and Training Guidelines*, U.S. Department of Labor.
- DOE-STD-1008-92, *Guide to Good Practices for On-the-Job Training*.

#### **3. Summary**

An industrial hygienist may be called upon to evaluate both the industrial hygiene-related training and qualifications of line employees, e.g., as required by an expanded OSHA standard, as well as the professional qualifications of industrial hygienists and technicians.

For the former, the adequacy of required training is most certainly demonstrated through the review of the training lesson plan and the employee training records that verify attendance. Because most required training is performed in response to specific requirements found in applicable mandatory guidance, the contractor should have a lesson plan describing a training format that addresses these requirements. The adequacy of training could further be assessed by sitting in on a training session to verify course content and presentation, as well as instructor competence. Determining whether the required personnel actually received the training may be performed by locating the rosters of individuals trained. Questioning individual employees on technical points in order to measure their knowledge may create an atmosphere of hostility and not genuinely reflect the adequacy of training; observation of conduct in the field or otherwise on the job, or general questions determining subject familiarity may be more realistic measures.



Evaluating the competence of industrial hygiene professionals should be geared towards verification of certification by ABIH, of the completion of graduate-level training, or of high quality short courses. A review of the breadth and depth of work experience would also indicate employee qualification. Knowledge as indicated by fluency in the discussion of certain general technical issues might also demonstrate the technical competence and qualification.

The DOE Technical Qualification Program (TQP), which this study guide supports, identifies a comprehensive set of industrial hygiene competencies, accompanied by knowledge and skills statements, found in the Industrial Hygiene Qualification Standard. The TQP can also be used as a tool to assess the qualifications of DOE industrial hygienists.

#### **4. Suggested Exercises**

Please refer to Scenario 4 in the Scenario section of this document.